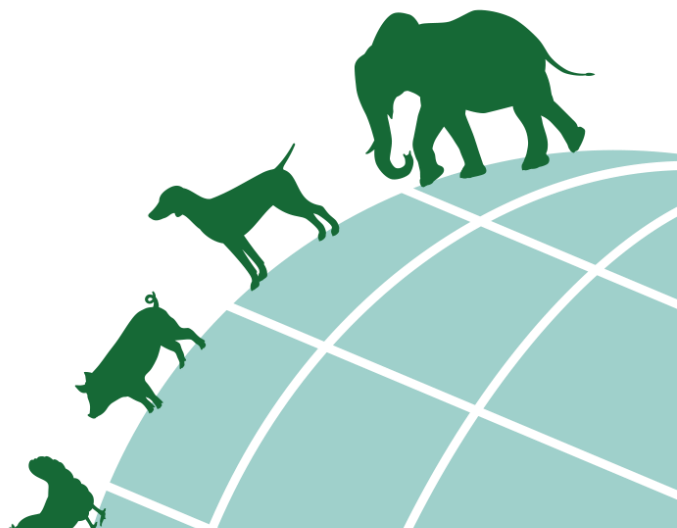




International
Society for
**Applied
Ethology**

Newsletter

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President's Piece

Dear ISAE members,

A very peculiar year will end soon where all of us had to face new challenges of how to organize our lives, our private and professional activities and relationships. This is true also for our Society. Due to the pandemic, we could not hold our 54th Annual Congress as planned in Bangalore, India in August. However, we made the best out of it by holding our [first ISAE Global Virtual Meeting](#) as a two day 24h event at the 6th and 7th of August 2020 with sessions for the different regions. Participants could enjoy a diversity of interesting talks and could virtually travel around the globe to hear about the latest research as well as the specific situations, problems and developments in the different regions. There were nearly 1000 participants (distributed over the sessions) and it was great to have so many from Africa, Asia and Latin America; regions where ISAE and applied ethology are not yet established widely or even just at its start (for exact numbers see the [2020 Virtual Congress](#)). Also, half of the talks were in sessions in those regions. The event also attracted many non-members, accounting for around half of the participants in total, and as high as 70% in some regions. Thus, the meeting was a huge success also from our developmental perspective promoting diversity in presenters and participants. Participants were largely satisfied as expressed in a post-meeting survey. I would like to thank again all people that made this event happen on such a short notice – on top of all Jen-Yun Chou, our Assistant Development Officer, and the regional secretaries, country liaisons and others involved.

Altogether, the ISAE Global Virtual Meeting highlighted the advantages of virtual meetings in that more people could join that would not normally have the possibility to participate at our annual congress. This experience will clearly influence our activities in future years. But now I come to the near future – next year's annual Congress. Although it is not yet decided how, the 54th Congress of ISAE 2021 will happen in one form or another – thus you can go ahead and plan for your abstract to be ready when submission opens (more details under [Congress news](#)).

Due to this year's circumstances, we also had our Annual General Meeting online for the first time. To accommodate people in different time zones, we had two time slots presenting our activities of the past year and in total we had 90 participants. The reports of the different Council officers were presented, and a summary can be found in the [minutes of the AGM](#) online.

Election of the new **Council Officers** was organized online via a personalized link and 140 members participated. I would like to welcome the new Council Officers Megan LaFollette (Assistant Communication Officer) and Maria Ceballos (Development Officer), and Christian Nawroth in his new role as Communication Officer (after a period as interim Membership Secretary) and wish them all success and hope they will enjoy their time at Council.

After the AGM in summer Jennifer Van Os (Communication Officer), Christy Goldhawk (Assistant Communication Officer) and Rebecca Sommerville (Development Officer) stepped down from their positions. On behalf of the Society, I would like to express immense gratitude for all the valuable, extensive work for the Society.

If you are interested in actively contributing to ISAE business, you should consider applying for one of the five Council positions that will be open for election next summer: **Secretary, Treasurer, Junior Editor**, and **Junior Vice President**. Please contact our secretary, Marisa Erasmus, when interested. You can find information about the tasks of the council officers in the [Procedural Guidelines](#) on our website.

During the AGM we briefly touched the issue of our **Society's journal**. Council now prepared a short [survey](#) to learn about the needs and preferences of ISAE members in this respect. We hope that many of you participate in this survey to get a representative view!

Since the last newsletter, ISAE also renewed the collaboration with the OIE, the World Organisation for Animal Health, in the area of animal welfare. Further, the EU Platform on Animal Welfare had another meeting virtually in November and new materials of the subgroups of horses and pet trade were adopted (for more information on both topics see below).

This year will end with many uncertainties for the next year on how the pandemic and related issues will develop. I hope that you, your family and friends stay healthy and to see you at our 2021 Congress whatever format it will have!

Season's Greetings and best wishes for the New Year,

Susanne Waiblinger / President of the ISAE (2019-2021)

Updates from Your ISAE Council

Council Position Vacancies

Dear ISAE Members,

In 2021, four ISAE Council Positions are open, including Junior Vice President, Junior Editor, Secretary and Treasurer. It is an exciting time to be a part of such an amazing organization and we look forward to receiving your application!

1. Junior Vice President. The Junior Vice President's duties include assuming the duties of President when the President is unable to serve, coordinates the Regional Secretaries and assists the Treasurer with applications for regional funds, among other duties. The Junior Vice President typically serves a 2-year term.

2. Junior Editor. The Junior Editor assists the Senior Editor with the annual special issue of *Applied Animal Behaviour Science* and coordinates the Help-with-English scheme. The Junior Editor usually serves a 2-year term.

3. Secretary. The Secretary arranges Council meetings, records minutes of ISAE Annual General Meetings and ISAE Council Meetings, determines when Council positions become vacant and

arranges for calls for Council Position nominations, among other duties. The Secretary usually serves a 4-year term.

4. Treasurer. Among other duties, the Treasurer ensures that ISAE dues are collected, prepares annual budgets and maintains ISAE accounts. The Treasurer usually serves a 4-year term.

Serving on the ISAE Council is a highly rewarding experience and enables you to actively participate in our Society. To learn more about the positions above, please consult the ISAE Procedural Guidelines or contact the current Council Officer in each position directly.

If you are interested in serving on the ISAE Council, please submit your application materials to me (Marisa, merasmus@purdue.edu), including 1) a paragraph outlining your interest in the position and relevant skills, and 2) your 2-page CV no later than **Friday, 16 July, 2021**.

Marisa Erasmus / *Secretary of the ISAE (2017-2021)*

Communications

Communications Officers Transfer. We would like to wish Jennifer & Christy a whole-hearted thank you for their efforts as ISAE Communications officers. Your new Communications Officer is Dr. Christian Nawroth who works as a Postdoc at the Leibniz Institute for Farm Animal Biology (FBN). Your new Assistant Communications officer is Dr. Megan LaFollette who works to advance science, innovation, and research animal welfare with The North American 3Rs Collaborative.

ISAE Communications Future. We look forward to taking over a vibrant communications strategy that includes a beautifully functional website, strong Facebook and Twitter accounts, and so much more. We will continue to update our website with your news. To advance our outreach and increase interaction, we will aim to include more pictures, gifs, or videos in our postings.

Share Your News! If you have job or graduate student positions to advertise, conferences/webinars/ courses, ethology news items, survey requests, or open-access papers or temporary free-access author links, send the details to info@applied-ethology.org. Include your own photo, if possible. We also encourage you to send us short videos, gifs or visual abstracts of your work. If you have **Twitter**, include your handle so we can tag you!

Christian and Megan look forward to interacting with you online and hope to someday see you in person again!

Christian Nawroth / *Communications Officer of the ISAE (2020-2024)*
Megan LaFollette / *Assistant Communications Officer of the ISAE (2020-2024)*

Editors

Special issues. The Special Issue in *Applied Animal Behaviour Science* (AABS) based on the 2019 Congress in Bergen, Norway, titled '**Animals' lives worth living**' is now completed and the articles are (or will be soon) freely accessible online.

The 2020 Special Issue themed '**COVID-19 and confinement**' is progressing well. Several manuscripts are under review and we expect a few more submissions before 2021. Manuscripts are still welcome up to 30/12/2020. For more info see <https://www.journals.elsevier.com/applied-animal-behaviour-science/call-for-papers/covid-19-rethinking-confinement-isae-2020>

ISAE Special Issues from 2015 onward have been made freely accessible online and have now better visibility <https://www.journals.elsevier.com/applied-animal-behaviour-science/article-selections/isae-special-issues>

Help with English scheme. The ISAE has an English grammar and language editing service available to help **members** prepare manuscripts for publication, irrespective of the journal choice. In the last half year, we received 5 manuscripts for correction and great support of volunteers who made the corrections.

NEW! The Help with English Scheme will from this year offer assistance with language corrections for **conference abstracts** by non-native English speakers submitting to the international ISAE congress. This service is based on volunteers and thus is subject to availability, with members from developing regions given priority. The abstract should be sent **no later than 4 weeks before the submission closing date** to ensure corrections are returned to the author by the abstract submission deadline.

ISAE members should send requests for manuscript editing assistance to the ISAE Junior Editor, Dr. Dana Campbell at Dana.Campbell@csiro.au. Please include the manuscript title, contact information, key words, and a copy of the abstract. Your manuscript will be edited by a (native English) ISAE member who has volunteered to help you with the English of your paper. It may take up to 4 weeks before you receive the revisions as it is based on volunteers. The volunteer should be acknowledged in your paper but will not expect to be included as an author. If you are an ISAE member interested in serving as a volunteer for this program, please contact Dana for more information.

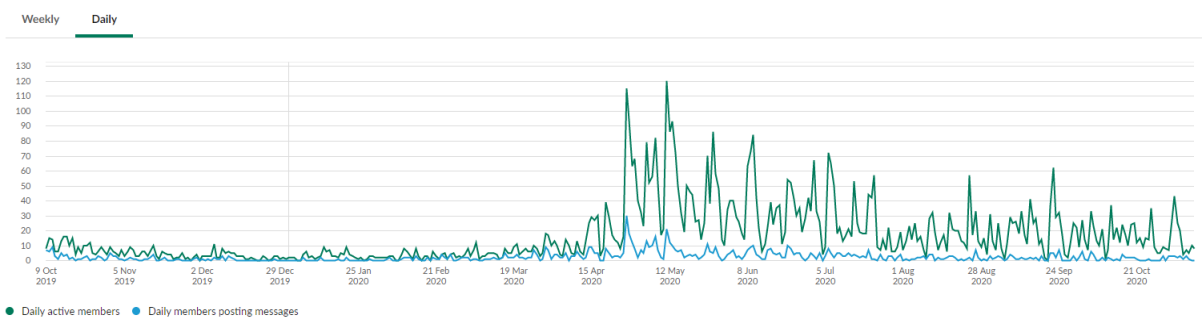
**Irene Camerlink / Senior Editor of the ISAE (2019-2021) and
Dana Campbell / Junior Editor of the ISAE (2019-2021)**

Students



Applying Ethology Webinars. The ISAE Student Representatives in collaboration with Christian Nawroth and Jen-Yun Chou have had an extremely successful year launching *Applying Ethology Webinars* on the **Animal Welfare Slack Workspace**. Since our launch at the end of March, we have had 18 early career scientists share their research, and have presentations booked until March 2021 (presentations are twice per month)! If you would like to give a presentation, please fill out this form: <https://tinyurl.com/applyingethologyspeaker>

The **Animal Welfare Slack Workspace** has grown to over 700 members! You can see below that there has been quite a bit of activity, especially after our first ISAE email advertisement went out on April 27. On the workspace you have access to our *Applying Ethology Webinars*, job postings, recent papers, and methodology questions. The slack space is open to everyone, regardless of ISAE affiliation. Please email Laura Whalin or Rachel Park to gain admittance.



Once you join the **Animal Welfare Slack Workspace**, please join the channels (such as #webinar) you find interesting. The #webinar channel has important information such as speaker biographies and the calendar 'pinned' → 📌 at the top, AND the channel is regularly updated with zoom links for upcoming talks, and notifications for where to find past talks!

For your convenience, here are links to the Calendar of upcoming talks: <https://tinyurl.com/applyingethologycalendar>

Speaker list and instructions: <https://tinyurl.com/applyingethologywebinar>

If you do not want to join the **Animal Welfare Slack Workspace**, you can also find recorded *Applying Ethology Webinars* on our YouTube channel:

<https://www.youtube.com/channel/UCe6fHV211isHwiSgGV50Lgw>

ISAE Virtual Congress. Due to COVID-19 the in-person ISAE meeting in Bangalore, India was postponed until 2021, and ISAE offered an online conference. Rachel and Laura volunteered behind the scenes by reviewing abstracts, assisting with moderator training, managing questions in the chat box during the presentations, facilitating technological difficulties, and moderating

when needed. We missed seeing everyone in person, but are glad we could still engage in scientific discussions!

ISAE Student Representative Elections. As described above, the roles of the Student Representatives were quite unique this year. In the hope of an in-person event in 2021, Rachel and Laura have been asked to fulfill an additional year as Student Representatives to help the organization through this interesting time. In the past, we have had 2 Student Representatives with staggered terms, meaning there is always a Student Representative who has not helped organize an in-person ISAE Congress (Junior), and one who has (Senior). This system maintains institutional knowledge for how to run student events at Congress. Because we did not have an in-person Congress in 2020, the Junior Student Representative did not have the experience of running the in-person activities. To maintain institutional knowledge and allow for seamless transitions, both Student Representatives will serve an additional year. Therefore, there will be no ISAE Student Representative election in 2020. Our next Student Representative election will be at the end of 2021.

Sending everyone best & safest wishes at the conclusion of this challenging year,

Laura Whalin and Rachel Park / *Student Representatives of the ISAE (2019-2021; 2020-2022)*

Membership

In October, I returned from maternity leave and resumed the role of Membership Secretary. I would like to say a massive thank you to Courtney and Christian for taking such good care of you all, and to you, for your patience with us as we've passed the membership baton a few times over the past year. Thank you!

Thank you to everyone for renewing their ISAE membership. We currently have 665 ISAE members. Details of members in each region and membership type can be found below:

Region	Members
Australasia/Africa	70
Benelux	44
Canada	76
East Asia	30
East Central Europe	14
Latin America	31

Mediterranean	42
Nordic	76
UK/Ireland	98
USA	133
West Central Europe	51
<hr/> TOTAL	<hr/> 665

Please could we request that all members check their Region and Country of Origin on the Members Directory (https://www.applied-ethology.org/Members_Directory.html). If we don't have this information or if it is incorrect then please could you email me (Gemma Charlton - isaemembership@hotmail.co.uk) with the updated information. This will help us with new initiatives and developments in each region.

Gemma Charlton / Membership Secretary of the ISAE (2018-2022)

Finances

Treasurer's Mid-Year Report. The report contains the annual summary for the period **January 1st to Nov 27th 2020**.

The accounts are healthy, which reflects the limited financial activity this year as a result of COVID-19. For example, our payments to Wageningen Press were significantly reduced as a result of the postponement of the 2020 congress and associated services. The largest outgoing expense was to Intergage (for membership services). Council member costs included reimbursements for credit card payments as a result of requiring web-based services for 2020's virtual conference (Survey Monkey and Zoom) and for web-hosting the ISAE site. Enquiries continue to be made with different banks about trying to get an ISAE credit card. Membership subscriptions were the largest source of income. The £8742.96 under "Other" refers to the David Wood-Gush memorial fund transferred to the ISAE accounts at the beginning of the year. Our accounts for 2019 were inspected and passed by the independent examiner ahead of our submission to the Office of the Scottish Charity Regulator.

ISAE Accounts for period Jan 1st to Nov 27th 2020

Statement of Revenue and Expenses (in GBP, £)

Revenue:	
AAALAC returns	0.00
Congress Profit	0.00
Ethology Book sponsorship	0.00
Membership subs	18,679.70
Net Interest	35.72
Payment returns	6,815.24
Returns from regions	0.00
Scholarship funds from sponsors	0.00
Other	8,742.96
Transfers in	17,342.96
Total Revenue	£ 51,616.58
Expenses:	
AAALAC	0.00
Bank Charges	1,610.36
Conference Attendance Award	0.00
Conference Attendance Fund	0.00
Council Member Costs	311.52
Elsevier AABS	0.00
Ethology book paid	0.00
Membership services - Intergage	2,363.87

Regional Payments	8,750.00
SAGEPay	356.40
Scholarship funds awarded	0.00
Subs returns	220.60
Transfers out	17,342.96
Wageningen Press	1,041.78
Total Expenses	£31,997.49
Excess of Revenue over expenses	£19,619.09
Beg Fund Balances	£37,778.31
End Fund Balances	£57,397.40

Emma Baxter / *Treasurer of the ISAE (2017-2021)*

ISAE Diversity Taskforce

In June 2020, ISAE issued a statement in which the society takes a stand against racism and supports diversity and inclusiveness ([https://www.applied-ethology.org/ISAE takes a stand against racism and supports diversity and inclusiveness.html](https://www.applied-ethology.org/ISAE_takes_a_stand_against_racism_and_supports_diversity_and_inclusiveness.html)). At the AGM during ISAE's Global Virtual Meeting, we announced that ISAE would form an ISAE Diversity Taskforce. The task of this Taskforce will be to prepare for a formal ISAE Diversity Committee, to be installed at the AGM in 2021.

The Taskforce consists of the following ISAE members: Maria Jose Hötzel, Giuliana Miguel, Jen-Yun Chou, Steph Torrey, Rachel Park, Jennifer van Os, Jeremy Marchant-Forde, Lauren Samet, Seun Iyasere, Beth Ventura and myself. We will have our first meeting in December 2020. Here we will discuss the tasks of the ISAE Diversity Committee, as well potential ways to improve diversity and inclusiveness within ISAE. The idea is that the committee will offer advice on all matters related to diversity in all ISAE's activities: examples are the nomination and selection of officers, experts, speakers at regional and international meetings and recipients of funds, awards and honours. Apart from that, the committee should also serve as an advisory body regarding creative ideas to promote and support inclusiveness and diversity in our membership and make proposals to ISAE Council on these topics.

In Spring 2021, we will launch a call for members to nominate themselves for membership of the formal ISAE Diversity Committee. Taskforce members may of course apply for membership of the committee as well.

Bas Rodenburg / *Senior Vice President of the ISAE (2019-2021)*

ISAE Congress News

2020 Virtual Congress

Due to the COVID-19 pandemic, the ISAE 2020 International Congress in Bangalore was postponed to 2021, as with many other conferences this year. Our current Communication Officer, Christian, proposed in a Council meeting in Spring that it would be a pity if we are to miss the opportunity to gather and share our research this year, especially for students and early career researchers that may not be able to attend the postponed Bangalore Congress next year. Therefore, the Council decided to hold a global meeting virtually for the first time in ISAE's history in June. We hoped this virtual meeting could also become an occasion to boost regional diversity as it would be more accessible for global participants. Our Assistant Development Officer, Jen, happily took on the responsibility to organise the event.

In order to let each ISAE regions showcase their latest research progress with different regional focuses, the meeting was organised based on regions, across two half-days to cover all time zones (**Table 1**). Although we only had a short time to organise, we were thrilled to see that this idea was welcomed by members and non-members alike, and we received 136 abstracts submitted within a short notice of three weeks. Especially thanks to the devotion by each regional organiser, including ISAE regional secretaries and country liaisons, we were able to organise a programme that included 8 invited talks and 56 abstracts of long/short talks which covers a wider range of topics (see **Table 2** for detailed breakdown of talks). In the course of organising the programme, we accounted for gender balance, diversity and inclusiveness, adhering to ISAE's principles.

Table 1. 2020 ISAE Global Virtual Meeting Schedule

Time (UTC)	Region	Time (UTC)	Region
Day 1 - 6 Aug		Day 2 - 7 Aug	
03:00-05:00	Australia/New Zealand	08:00-09:00	Annual General Meeting (2)
05:00-08:00	South/East/Southeast Asia (1)	11:00-14:00	Africa/Central Asia/Middle East (2)
08:00-10:00	Africa/Central Asia/Middle East (1)	14:00-17:00	Europe (2)
10:00-12:00	South/East/Southeast Asia (2)	17:00-20:00	Latin America (1)
12:00-14:00	Europe (1)	20:00-22:00	North America
14:00-15:00	Annual General Meeting (1)	22:00-00:10	Latin America (2)
15:00-16:30	Early Career Researcher workshop		

In a short period of 5 weeks, we received 811 registrants for various sessions, and we were surprised to see that $\frac{2}{3}$ of the initial registrants were not ISAE members. We saw how a virtual

platform could help promote interest in our society and applied ethology. The Meeting took place via the Zoom platform on 6 and 7 August, and was kicked off by a pre-recorded welcome message from our president Susanne in the Australia/New Zealand session. After a combined 24-hour marathon of great talks over the two days, the meeting was successfully concluded. In total there were 985 counts of participants from 46 different countries in all sessions combined (see **Table 3** for the breakdown of attendees). About half of the attendees were ISAE members and we were also happy to see the virtual meeting attracted so many non-members to join in. During the sessions we have received a lot of questions in the talks which showed a good level of engagement. We also received a positive feedback in our **post-meeting survey**, where we received 142 responses. Most attendees responded favourably to the programme organised by region and the quality and diversity of the talks. The flexibility of attending the meeting at their desk without needing to travel was appreciated, and the ease of asking questions virtually was considered a benefit for some. The attendees also praised the moderators for keeping the time well and the smooth running of the event in terms of the ease of use. Some attendees would like to see improvements in future virtual meetings to have the possibility to interact more with the speakers or other attendees socially, which is usually considered the greatest advantage of an in-person conference. In general, most attendees welcomed the virtual format in the future, either as a standalone event or as a part of the in-person congress.

Table 2. Breakdown of talks/abstracts

Talks by region

	Accepted	Invited
North America	5	
Africa	8	4
Asia	10	2
AU/NZ	5	
Europe	20	
LATAM	8	2

Talks by gender and region

	Female	Male	Total
North America	5		5
Africa	8	4	12
Asia	6	6	12
AU/NZ	3	2	5
Europe	18	2	20
LATAM	8	2	10
Total	48	16	64

Accepted abstracts: topics by species

Cattle	15
Pig	10
Chicken	8
Cat & Dog	8
Primate	5
Horse	3
Donkey	1
Sheep	1
Elephant	1
Giraffe	1
Rabbit	1
Rat	1
COVID-19	1

Accepted abstracts: by ISAE membership

Yes	29
No	27

Accepted abstracts: by current roles

Other postgraduate student	14
PhD student	26
Recent graduate/postgraduate	2
Postdoc	6
Research assistant	1
Researcher/Lecturer/Other senior roles	7

Talks in relation to abstracts received: percentage by gender

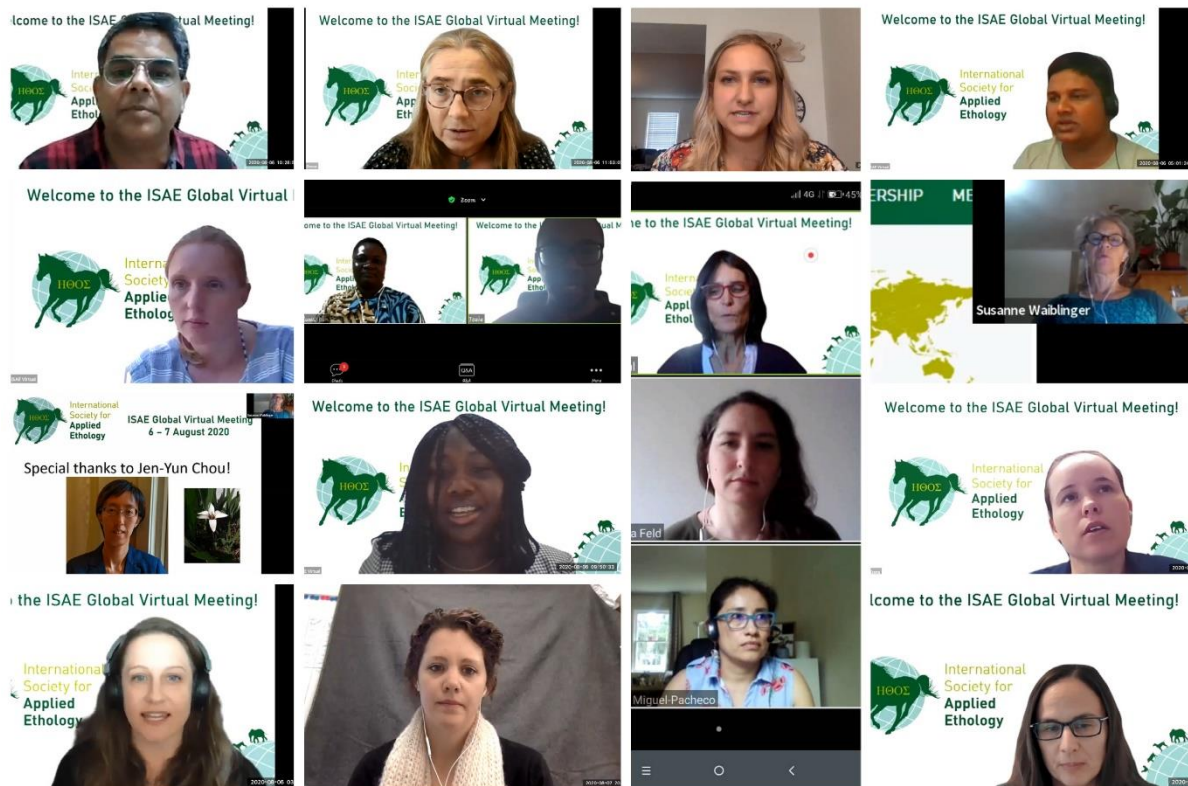
	Included	Received
Female	75.38%	64.3%
Male	24.62%	25.4%
Unknown		10.3%

We would have preferred to have more ample time during the course of preparation, but we were glad to nevertheless be able to offer this meeting while maintaining the quality up to the ISAE standards. It was a pity that we did not have the capacity to have a poster session, including more high-quality abstracts as we would like to, or have more interactive virtual social activities – due to the short time frame we had for organising the first ISAE virtual meeting. We would hope to incorporate these in future events. We would like to thank again the efforts by all Council members, especially the regional organisers, the help we received along the way, and most of all, thank you all ISAE members for taking part in it!

Table 3. Breakdown of the attendees by sessions and countries

Session	Attendees	Questions received				
Africa1	66	12				
Africa2	77	45				
Asia1	57	31				
Asia2	93	27				
AU	53	18				
Europe1	184	45				
Europe2	180	62				
LATAM1	85	62				
LATAM2	81	46				
NA	109	19				
Total	985					

Oceania		Europe		Latin America	
Australia	28	Austria	42	Argentina	32
New Zealand	9	Belgium	20	Brazil	65
	37	Bulgaria	5	Chile	33
Asia		Czechia	3	Colombia	6
Bangladesh	8	Denmark	10	Costa Rica	7
China	2	Finland	1	Ecuador	2
India	65	France	12	Mexico	13
Japan	29	Germany	36	Uruguay	12
Jordan	1	Ireland	17		170
South Korea	5	Italy	15	North America	
Philippines	1	Netherlands	50	Canada	76
Israel	3	North Macedonia	6	USA	106
Singapore	1	Norway	3		182
	115	Poland	1		
Africa		Portugal	10		
Ghana	1	Slovenia	15	(blank)	3
Morocco	6	Spain	29		
Nigeria	31	Sweden	5		
Rwanda	1	Switzerland	1		
South Africa	2	United Kingdom	156		
	41		437	Total	985



Jen-Yun Chou / Assistant Development Officer of the ISAE (2020-2022)

Susanne Waiblinger / President of the ISAE (2019-2021)

54th Congress in Bangalore, India

The year 2020 has been a strange and difficult year for many. As ISAE, we had to postpone our physical congress in Bangalore, India until August 2021. Instead, we had a very successful ISAE Global Virtual Meeting, which clearly showed the resilience and ingenuity of the members of our society.

The situation for August 2021 is still difficult to predict, although the chances of a fully physical international congress in Bangalore, India seem small. Therefore, the organisers of the 54th International Congress are considering several options, including changing the meeting to a hybrid or virtual meeting or postponing the congress to a later date in 2021 (making the covid-19 situation easier to predict).

We have decided to take the final decision on the form and shape of the 2021 congress by 1 February 2021, at the latest. Abstract submission will re-open in January 2021 and the abstract deadline is 1 March 2021, so by the time abstract submission closes all authors will know in what form ISAE 2021 will take place! We hope to see many of you, either online or face-to-face at the ISAE 2021 international congress!

Bas Rodenburg / Senior Vice President of the ISAE (2019-2021)

ISAE Regional News and Development

Development

The Development team is thrilled to welcome our new Development Officer Maria Camila Ceballos to join our team! She is an Animal Scientist from the National University of Colombia, completed her Master's and Ph.D. at the São Paulo State University, in Brazil, followed by a Post-doctoral position at the University of Pennsylvania, the USA. Currently, she is an Assistant Professor in Animal Welfare and Behavior at the Department of Production Animal Health of the University of Calgary, Canada.



We want to thank Rebecca for her brilliant work to build the foundation of our development teamwork. Our team will work hard to continue the amazing job she did during her four years of service as a Development officer.

The ISAE 2020 Latin American Congress of Animal Behavior and Welfare, “Human-animal relations and global welfare,” will take place on December 9-11 of 2020. This is the fifth Latinamerican Region Congress (LATAM) after the success of the fourth LATAM Congress held in Chile, in 2018. This time, it is organized by the National University of Colombia, Medellin Campus, and is 100% virtual due to COVID-19 restrictions. It includes 19 international and national speakers. Around 130 abstracts were accepted for oral presentation. The congress has the participation of around 550 people (including speakers and attendances). The congress is divided into three different modules: Animal production, pets, and wildlife. Visit <https://isae2020.com.co/> for more information.

The Open Philanthropy Project (OPP) funding allowed us to support 125 people from 14 developing Latin American countries with a registration waiver for the opportunity to participate in the congress.

The Development team had a meeting with all country liaison officers to discuss our future plans for promoting applied ethology and farm animal welfare in developing countries/regions. Due to COVID-19, all activities that were expected to occur in 2020 were postponed to 2021 and 2022 in Africa, the Balkan region, Bangladesh, Brazil, India, and other South/South East Asian countries. The OPP funding will be extended to 2022 to continue our support for these countries/regions. More exciting events will follow in the coming years!

Maria Camila Ceballos / *Development Officer of the ISAE (2020-2024)*
Jen-Yun Chou / *Assistant Development Officer of the ISAE (2020-2022)*

Regional Updates

We have new Regional Secretaries in two regions. In the USA, Tina Horback took over from Peter Krawczel in August, and in Canada, Clover Bench and Meagan King are in the process of taking over from Yolande Seddon. I would like to thank Peter and Yolande for all their work coordinating the society's activities across North America for the last five years, and I would like to welcome Tina, Clover and Meagan to their new roles. We also in the process of electing new Regional Secretaries for the Australasia/Africa region.

Mark Rutter / *Junior Vice-President of the ISAE (2019-2021)*

Benelux

Virtual regional meeting. This year our regional Benelux meeting was planned in May, but unfortunately, we had to cancel this due to the Covid-19 situation. So we decided to have a virtual meeting instead! This took place on November 3rd, and the theme was Elevating Animal Lives. We had 7 great 'live' talks, in 3 sessions titled 'Creepy crawlies in your feed', 'Go go go with the flow' and 'Hot and bothered'. After each talk, we had some nice interactive Q&A sessions with the

+/- 50 participants. For those of you who couldn't join the meeting, recordings of most of the talks can be found at the [ISAE website](#)!

PhD course. In the first week of March 2021, we're organising the second edition of our PhD course 'Fundamentals of Animal Emotion'. This course covers the basics of animal emotion, from definitions of terms to indicators of animal emotion, and from the evolution of emotion to the role emotions play in long-term welfare. Top scientists in the respective fields covered in this course are invited to lecture and present the latest findings and research directions. Confirmed speakers include Prof. Mike Mendl, Dr. Lisette Leliveld and Asst. Prof. Jamie Ahloy Dallaire. This year the course will be held online, which is unfortunate but necessary due to Covid-19. Interaction amongst participants and between participants and lecturers will be stimulated by ensuring sufficient time for questions and discussion.

If you're interested in joining the course, go to the [Benelux page of the ISAE website](#) for more information on registration.

Lisanne Stadig and Laura Webb / *Regional Secretaries for Benelux*

Canada

Welcoming new regional secretaries for Canada. Having spent four years in the position, it is time that Yolande hands over the reins of regional secretary duties to new members. After a call for expressions of interest, two shining candidates came forward: **Dr Clover Bench**, Associate professor of Applied Ethology at the University of Alberta and **Dr. Meagan King**, newly appointed Assistant Professor of Animal Welfare at the University of Manitoba. ISAE Council was keen that the position be shared by two candidates to support management of the responsibilities. Both individuals have been approved by Council and accepted the position. We look forward to welcoming them into this role and look forward to a new chapter for the Canada region under their leadership as regional secretaries.

Remembering Fiona Rioja-Lang: Letters of Fiona. In memory of our wonderful friend and colleague Fiona, Giuliana Miguel-Pacheco, Christy Goldhawk and Julie Wittrock lead a project collecting stories and pictures from Fiona's many friends, and collating them into a book to be given to her family; Rodolfo (husband), Emilia and Alexander (children) and her parents and sister. The book has now been published and copies sent off to Rodolfo and family in Mexico, and to her parents and sister in Scotland. Thank you for all who contributed. The finished book was a heartwarming tribute to Fiona, with the many photos and stories received, a testament to how many lives she touched. Thank you to Giuliana, Christy and Julie for leading this project.

Human-Animal Interaction app. A gentleman named Mr. Kwene Low reached out to Yolande in her role as Canadian regional secretary of the ISAE. He has developed an idea for an app to enhance the human-animal bond and is seeking animal behaviour specialists with whom to discuss his idea. Those interested to discuss more with Mr. Low, please contact him on: khlowemail@gmail.com

Yolande Seddon / *Regional Secretary for Canada*

West-Central Europe

This year, the 52nd International Congress on Applied Ethology organized by the German Veterinary Society was held online on November 26th-27th, due to the Covid-19 situation. Accordingly, the time slot for PhD students to present their projects was slightly adapted: participants were given access to the students' abstracts and could ask follow up questions about their projects during a 30 minutes slot during the conference.

We also met for a virtual annual general meeting of the West Central Europe Region during the conference.

Antonia Patt / *Regional Secretary for West Central Europe*

Other News

Remembering Dr. William Jackson (MRCVS, DVSM and Barrister at Law)

We are sorry to report that Bill Jackson passed away in October at the age of 94. Bill was an important contributor to our Society over an extraordinary length of time. He was one of the earlier members after it was founded in 1966, as the Society for Veterinary Ethology, and served devotedly as Secretary for nine years, from 1977 to 1986. He then helped to draw up our Procedural Guidelines, and acted as our Legal Advisor from 1989, never relinquishing the role until the present time. He thus made contributions over half a century, until quite recently.

Bill's input was both useful and wonderfully good-natured. For quite a few years, he sent items for our newsletter of legal cases concerning animals. A particular favourite was a case when lawyers asked permission to call a parrot as witness to a murder, as it kept repeating 'No John. No, no!' It was not clear whether either the victim or the accused was called John, nor whether permission was granted.

Very few people have both veterinary and legal qualifications. Bill graduated from Glasgow Veterinary College in 1948 and subsequently took a Diploma in Veterinary State Medicine in Edinburgh. He then worked in the government veterinary field service, dealing mostly with foot and mouth disease and bovine TB testing and control, before joining MAFF's Head Office Animal Welfare Section. There he collaborated with Ruth Harrison in producing the Animal Welfare

Codes. He became a Doctor of Veterinary Medicine at the University of Bern for a thesis on Animal Welfare and the Law.

Bill became a barrister in 1975 but carried on with veterinary work until compulsorily retired at 60, and then had another successful and enjoyable career working mostly in Criminal Law. During this time, he was appointed a consultant in the legal department of the Royal College of Veterinary Surgeons. In 1993 he helped found The British Veterinary Forensic and Law Association, later serving as President. BVFLA is still going strong.

Bill was a very friendly, genial character who was great company and of considerable intellectual depth with a huge range of interests, able to converse about almost anything. We shall miss him.

Mike Appleby and Barry Hughes

ISAE Collaboration with the OIE

In 2017, the ISAE and the World Organisation for Animal Health (OIE) agreed on a closer collaboration in the area of animal welfare (for OIE Animal Welfare activities see <https://www.oie.int/en/animal-welfare/>). This summer, ISAE and OIE reviewed the past three years and decided to renew this fruitful mutual collaboration (see previous Newsletter N°56), and to intensify it through regular meetings, greater involvement of ISAE in OIE groups and, furthermore, broaden it into the field of training material by adding the following seventh principle to the original six (see [Newsletter N°50](#)) agreed on in 2017:

7. The ISAE and the OIE would like to explore ways to collaborate in the design and dissemination of training material on the area of animal welfare.

We are very much looking forward to continuing and extending our contact with the OIE. An important aspect is that ISAE can propose experts for work in groups on developing welfare standards or training material. We also rely on the membership directory when searching for specific expertise; thus, please keep your data up to date if you want to get involved!

EU Platform on Animal Welfare

The ISAE is a member of the EU Platform on Animal Welfare that was launched in 2017. The eighth meeting of the Platform took place virtually on the 3rd of November 2020. The Platform meets every half a year and has established in total seven working groups on specific animal welfare topics, with ISAE representatives in most of them. The two subgroups officially launched by the commission (pigs – ISAE expert Emma Baxter, transport – Mette Herskin) were closed, as reported in the last newsletter. Of the five voluntary subgroups initiated by platform members, we have experts in four (fish – Moira Harris, pullets – Bas Rodenburg, piglet castration – Heleen van de Weerd, equines – Janne Winther Christensen) – please see below for details regarding these subgroups since the last newsletter. Documents of the equine subgroup (factsheets on

keeping and care of horses) and of the subgroup on the health and welfare of pets (dogs) in trade (no ISAE representative; the documents are guidelines on responsible breeding of dogs and cats and on commercial movement of cats and dogs by land) were adopted by the Platform during the meeting in November and can be found on the website.

As reported in the last newsletter, the EU Commission launched a new subgroup on Animal welfare labelling with a total of 10 seats. Unfortunately, neither ISAE nor any of the independent experts of the platform were successful in their application for a seat, so at the moment no welfare scientist is included in the subgroup. However, we can still contribute via the platform. The subgroup started its work end of October and results are expected at the next Platform meeting in June 2021. Animal welfare labelling was also the topic of the first presentation of the 8th meeting. According to a survey conducted by the German Presidency, most of the member states (92%) consider a harmonised EU-wide animal welfare label as a useful measure to improve farm animal welfare, but only 60% prefer an implementation through EU legislation, and even less, 25%, prefer a mandatory label.

Further presentations at the meeting were (i) on the ongoing activities of the new unit SANTE G5 Animal welfare & Antimicrobial resistance by its head Andrea Gavinelli, (ii) an overview of EFSA's activities on animal welfare in 2019-2020, (iii) the European Citizens' Initiative "End the Cage Age" and the Commission's procedure for this initiative, (iv) the ban of laying hens in cages by the Czech Republic and (v) the EURCAW-Pigs activities on training inspectors.

All presentations, recordings of the meetings and documents adopted by the platform (i.e., platform conclusions) can be found at the website of the Platform: <https://ec.europa.eu/food/animals/welfare/eu-platform-animal-welfare>

Susanne Waiblinger / *President of the ISAE (2019-2021)*

1.1 Pig Subgroup.

We finished the tasks relating to tails and should the Platform decide on new tasks we hope they will get in touch.

Emma Baxter / *Treasurer of the ISAE and Representative for the Pig Subgroup*

1.2 Subgroup on Transport

There has been no activity in the transport group since last update. The group is waiting to hear from the Platform about the following tasks, if any.

Mette S. Herskin / *ISAE Representative for the Subgroup on Transport*

1.3 Horse / Equids

The voluntary equine group has finalized its work, and we have produced a horse guide, a donkey guide and a number factsheets that have been acknowledged by the Platform on the 3rd of November. As the priorities of this working group have been achieved, this voluntary group on equines will now close.

Janne Winther Christensen / *ISAE Representative for the Horse/Equids Subgroup*

1.4 Subgroup Fish Welfare

At the time of my last update, the voluntary subgroup on fish welfare had agreed to submit its General Guidelines on Water Quality and Handling to the EU Platform plenary, and these have subsequently been accepted. We were unable to agree on the guidelines for the individual species we had been working on - rainbow trout, common carp, sea bass and sea bream - due to objections from one of the stakeholder groups. After some discussion, it has been decided that the subgroup will work further on these species-specific documents, focusing more on operational indicators rather than input parameters, and the producer group FEAP will develop a framework for this. Thus, we hope to take this work forward to a point where all of the subgroup members are agreeable, and the species-specific documents can be submitted to the EU Platform.

Moira Harris / *ISAE Representative for the Fish Welfare Subgroup*

1.5 Welfare of Pullets

The pullet working group will probably do one more round of revisions in 2021 and then submit the Guidelines to the Platform.

Bas Rodenburg / *Senior Vice President of the ISAE and Representative for the Pullet Welfare Subgroup*

1.6 Subgroup on Pig Castration

There have not been any further meetings of the pig castration voluntary subgroup since the ISAE newsletter in July.

Heleen van de Weerd / *Procedural Advisor of the ISAE and Representative for the Subgroup on Pig Castration*

Applied Animal Behaviour Science – survey and new discount option

The Elsevier journal *Applied Animal Behaviour Science* (AABS) is the official journal of the ISAE and was confirmed to stay so after the 2014 ISAE member survey. Since then, preferred ways of publishing and the scenery of publishers and journals have further changed and some ISAE members are increasingly forced to publish in fully open access journals by their employers or funding bodies, while AABS still follows a hybrid model of a combined subscription / open access strategy. Therefore, a discussion about future development of AABS and of ISAE's association with AABS started and Council decided this summer to launch a survey of members to learn about members' preferences and needs in this respect. We hope that many of you participate in this short survey so that we can take the appropriate further steps, either in negotiations with AABS or in investigating other options. **Please complete the questionnaire** accessible at <https://www.surveymonkey.com/r/ISAEjournal> to help us in this process. It will take you only **5-10 min**. The survey will be open from now until 6th January 2021.

Independent from any further developments that may be the outcome of the survey, **ISAE members** are now eligible for a **20% discount for the Open Access option** of AABS. This applies for all papers submitted on or after **17th November**.

Susanne Waiblinger / *President of the ISAE (2019-2021)*

Preface For The Special Issue Of The 53rd International Congress Of The ISAE

In 2019, the International Society for Applied Ethology (ISAE) held their 53rd international congress in Bergen, Norway, with the theme *Animal lives worth living*. The theme reflects the transition from a focus that has predominantly been on how to avoid negative states, to how we can increase the quality of life of animals by including positive aspects. This Special Issue covers some of the research that was presented at the congress.



In the Wood-Gush lecture, Felicity Huntingford presented her lifetime work on fish, specifically, salmon. She describes the fascinating self-meditative behavioural fever of fish in response to immune challenges. Fish can protect themselves against disease by swimming to warmer water to increase their body temperature, thereby increasing their survival. This behavioural response shows the importance of providing fishes with a choice of environmental conditions. The perspective paper (Huntingford, Rey & Quaggiotto, 2020) also highlights the importance of listening to the experts in the field: the farmers and indigenous fishers. This follows-on from the point made by Temple Grandin in her Wood-Gush lecture in 2018 (<https://doi.org/10.1016/j.applanim.2019.06.009>), where she emphasizes the need to bridge the divide between research and practice.

A life worth living still has a long way to go for sows in commercial pig husbandry. The development of free farrowing pens, which allow more freedom of movement and natural behaviour, is luckily gaining popularity. Ceballos, Góis and Parsons (2020) contributed with their study on hinged farrowing crates. Although such system still does not allow the sow to express her strong motivation for nest building behaviour, the opening of the crate resulted in fewer udder lesions and better welfare than keeping the sows in standard farrowing crates. Applying the natural approach of keeping pigs outdoors seems more congruent with the mental picture of 'a life worth living'. Schild, Baxter and Pedersen (2020), however, point out that outdoor pig production is not all roses and sunshine, as piglet mortality is high. From their review they conclude that the use of highly prolific sows increases piglet mortality in outdoor systems, and that in such scenario the choice of a less prolific genotype would be preferable. In the study of Ocepek, Newberry and Andersen (2020), pigs must have had the time of their life while being offered plenty of rooting material (peat, silage and straw) to satisfy their natural behaviour. They showed most positive behaviour when having peat or a combination of the materials. This study also used tail postures and tail motion in the assessment of behaviour. A thorough review on tail postures and tail motions in pigs was given by Camerlink & Ursinus (2020), based on part of a plenary lecture that showed how pig tail postures can be mapped in the valence and arousal dimensions of the circumplex model of affect.

When we think of 'play' we think of fun and enjoyment in life and expect that animals given more 'toys' would play more. This was the premise of the study on broiler chickens by Liu, Torrey, Newberry, and Widowski (2020). However, they found the opposite of their predictions, where both enriched and non-enriched birds showed similar levels of spontaneous play in their home pens and non-enriched broilers were more responsive in tests that stimulate play behaviour. This evidence instead supports the notion that animals in more impoverished environments may be craving stimulation. In an additional study, Vas, BenSassi, Vasdal, and Newberry (2020) report that even when enrichments are provided infrequently, broilers can still have positive experiences. Broilers with previous exposure to peat were quicker to use it when resupplied compared with those birds that did not have prior experience. This study showed that a substrate that facilitates display of natural behaviour such as ground scratching and pecking is remembered as rewarding, thereby promoting positive welfare each time it is supplied. A fuller understanding of the reward mechanisms in birds was presented by Fountain, Hazel, Ryan, and Taylor (2020). They examined the effect of an opioid antagonist on the learning performance of hens and found that the antagonist-treated hens failed to learn any tasks whereas the control birds did, thus demonstrating the requirement for opioid-mediated reward in learning by hens.

In their review, Shepley, Lensink, and Vasseur (2020) explore the idea of 'exercise' in animals and discuss what opportunities current housing systems for dairy cattle may provide for movement. The benefits of exercise are exhorted by health professionals as a proven method for enhancing quality of life in humans. This review concluded that while benefits in dairy cattle may not result from 'exercise' per se, more opportunities for movement that allow individual animals to choose which behaviours they engage in will cater to varying needs. Finally, the review by Mejdell, Bøe, and Jørgensen (2020) provides detailed information on thermoregulation, typical management practices and how to best care for horses in cold climates. This paper highlights how a thorough understanding of needs specific to the animals, their behaviour, and their physiology, will allow

owners to better match their care to the horses' actual requirements rather than preconceived ideas, which will greatly enhance animal comfort and contentment.

As the articles in the Special Issue are published when accepted, they appear in different volumes. The articles of this Special Issue appeared over issues 230 to 232, and are listed here with their DOI.

- Camerlink, I., & Ursinus, W. W. (2020). Tail postures and tail motion in pigs: A review. *Appl. Anim. Behav. Sci.*, 230, 105079. <https://doi.org/10.1016/j.applanim.2020.105079>
- Ceballos, M. C., Góis, K. C. R., & Parsons, T. D. (2020). The opening of a hinged farrowing crate improves lactating sows' welfare. *Appl. Anim. Behav. Sci.*, 230, 105068. <https://doi.org/10.1016/j.applanim.2020.105068>
- Fountain, J., Hazel, S. J., Ryan, T., & Taylor, P. S. (2020). Operant learning is disrupted when opioid reward pathways are blocked in the domesticated hen. *Appl. Anim. Behav. Sci.*, 232, 105105. <https://doi.org/10.1016/j.applanim.2020.105105>
- Huntingford, F., Rey, S., & Quaggiotto, M. M. (2020). Behavioural fever, fish welfare and what farmers and fishers know. *Appl. Anim. Behav. Sci.*, 231, 105090. <https://doi.org/10.1016/j.applanim.2020.105090>
- Liu, Z., Torrey, S., Newberry, R. C., & Widowski, T. (2020). Play behaviour reduced by environmental enrichment in fast-growing broiler chickens. *Appl. Anim. Behav. Sci.*, 232, 105098. <https://doi.org/10.1016/j.applanim.2020.105098>
- Mejdell, C. M., Bøe, K. E., & Jørgensen, G. H. (2020). Caring for the horse in a cold climate—Reviewing principles for thermoregulation and horse preferences. *Appl. Anim. Behav. Sci.*, 231, 105071. <https://doi.org/10.1016/j.applanim.2020.105071>
- Ocepek, M., Newberry, R. C., & Andersen, I. L. (2020). Which types of rooting material give weaner pigs most pleasure?. *Appl. Anim. Behav. Sci.*, 231, 105070. <https://doi.org/10.1016/j.applanim.2020.105070>
- Schild, S. L. A., Baxter, E. M., & Pedersen, L. J. (2020). A review of neonatal mortality in outdoor organic production and possibilities to increase piglet survival. *Appl. Anim. Behav. Sci.*, 231, 105088. <https://doi.org/10.1016/j.applanim.2020.105088>
- Shepley, E., Lensink, J., & Vasseur, E. (2020). Cow in Motion: A review of the impact of housing systems on movement opportunity of dairy cows and implications on locomotor activity. *Appl. Anim. Behav. Sci.*, 105026. <https://doi.org/10.1016/j.applanim.2020.105026>
- Vas, J., BenSassi, N., Vasdal, G., & Newberry, R. C. (2020). Rewarding memories? Behaviour of broiler chickens towards peat in flocks with and without previous exposure to peat. *Appl. Anim. Behav. Sci.*, 232, 105129. <https://doi.org/10.1016/j.applanim.2020.105129>

**Irene Camerlink / Senior Editor of the ISAE (2019-2021) and
Dana Campbell / Junior Editor of the ISAE (2019-2021)**

ECR Workshop Career Pathway Summary

As part of the ISAE Global Virtual Meeting the ISAE held their first Early Career Workshop, with a 'career pathway' theme. The workshop was organised by Keelin O'Driscoll, Ellen Williams and Jen Yun Chou. It consisted of a series of short talks by five fantastic panellists with a range of

backgrounds and career experiences to date, with an opportunity for an open floor discussion at the end of the talks.

We wanted to invite panellists from a wide range of backgrounds, to demonstrate that there are excellent career pathways both inside and outside academia. As such, we were extremely honoured to welcome Dr Carole Fureix (University of Plymouth), Dr Sarah Ison (World Animal Protection), Dr Priya Motupalli (IKEA), Dr Christian Nawroth (Leibniz Institute for Farm Animal Biology) and Professor Jean-Loup Rault (University of Veterinary Medicine, Vienna). The first 55 minutes was devoted to the talks from the panellists and then following a short break a 30-minute Q&A workshop was held, where participants had the opportunity to both ask questions, and vote for their favourite questions which had already been asked. The most popular questions (those with the most votes) were put to the panel.

The workshop was very successful with 108 people attending. It generated lots of great discussion both at the time and afterwards on social media. The talks and discussion have been made available to members of the ISAE for those who could not attend the session. The post-workshop survey included lots of positive feedback and some excellent thoughts for how the ISAE can move forwards with other Early Career Workshops, in order to support members.

Survey results. Participants were asked to complete a post-workshop survey. 37 people responded, the majority of which (40%) were postgraduate students and postdoctoral researchers (25%). 23 (60%) of respondents were ISAE members. There was a mixture of attendees from across all of the ISAE zones (Figure 1), which was really great to see!

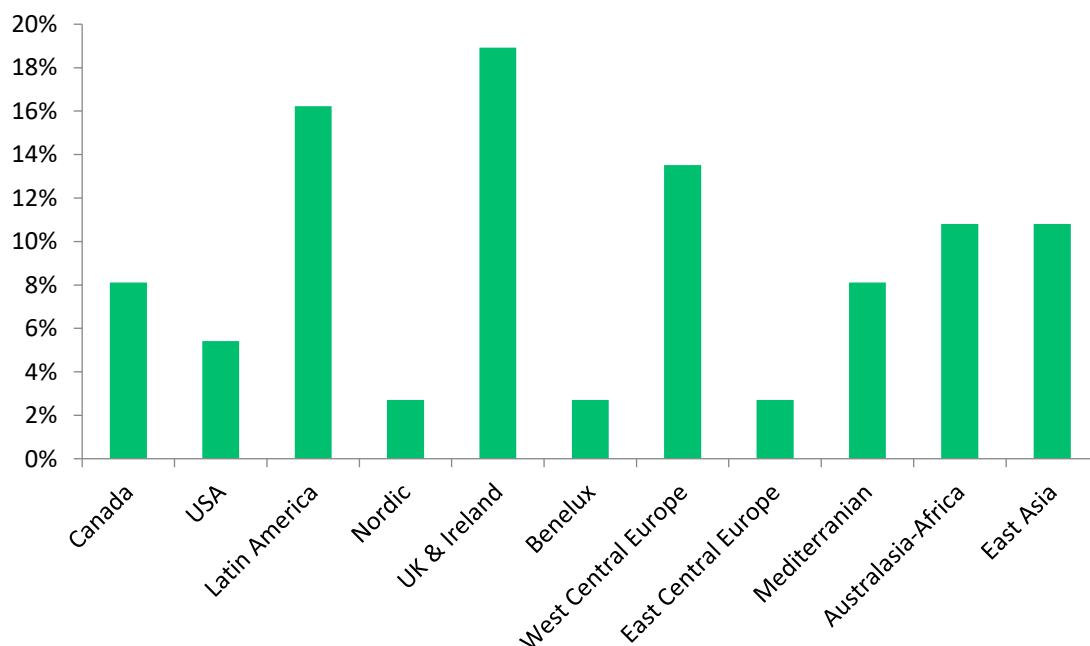


Figure 1. ISAE regions to which attendees at the Early Career Workshop belonged

Participants were asked why they attended this particular workshop and whether or not it met their expectations. There were a number of reasons for attending the workshop including 1) to gain knowledge from other, more experienced people, 2) getting guidance for starting or changing careers, and 3) gaining inspiration from others. It seemed particularly important in the current climate to provide this opportunity for people. The feedback as to whether or not it met expectations was resoundingly positive, with the majority of participants saying it met their expectations and that they found the workshop useful and informative. The majority of participants found the workshop beneficial (mean score 4/5 where 1 is 'not at all beneficial' and 5 is 'highly beneficial') and said they would recommend it to a friend.

Participants listed a number of things which they enjoyed about the workshop including the variety of people and their experiences (both in terms of careers and current positions), ways you can promote your research (e.g., the use of social media), the advice given and 'an uplifting and motivating' atmosphere. A full breakdown of the comments received is provided in the Table A1 in the appendix.

Participants were also asked for areas for improvement on the current workshop structure. Quite a few attendees felt the workshop worked well as it was and was a 'great first experience'. Suggestions for improvement included giving more direction to the speakers to ensure sessions were more structured, more practical examples of how to progress, more time allocated to the workshop and a more 'interactive' element to the Q&A, in the style of 'speed dating' if this were being repeated 'in person'. A full breakdown of comments received is provided in the Table A2 in the appendix. The workshop was on a tight time schedule which meant only 30 minutes could be allocated to Q&A. Due to these restrictions the questions proposed by the audience were 'upvoted' and the most popular questions were asked by the session chair.

In order to enable the ISAE to host future Early Career Workshops that are of most interest or benefit to our members information was gathered on what participants would like to see covered in future workshops. Answers to this question included global issues related to animal welfare and animal welfare in developing countries, scientific writing and peer reviewing, predatory journals, development of transferable/soft skills, science communication and social media, funding, writing fellowships and post-doc opportunities. Details are included in Table A3 of the appendix.

Keelin O'Driscoll and Ellen Williams / *Regional Secretaries for UK and Ireland*

Appendix

Table A1. Comments related to the question 'what did you find most useful about the ECR Workshop'

insights from relatively young researchers who quickly advanced to senior positions. Their approach gives good insights in what can be important for a career.
The different backgrounds and process but at the same time good tips to catalyse specific goals
All of the talks were really interesting and full of good pieces of advice for ECRs
The ways you can promote research (by blogs for example or Twitter) as Christian Nawroth commented on his talk, really interesting by the way.
The advice from those that had left academia.
I did not necessarily learn anything new, but the atmosphere was very uplifting and motivating - sorely needed at the moment!
Especially how to approach interesting researchers and groups despite having no way to meet face to face or an excuse other than being interested and want to get involved.
researchers talking about their own experiences and advice they draw from it
The advice from the speakers.
It was good that the speakers were young and so well aware about the current context.
Speakers talking about their backgrounds. It was refreshing to know that at least 1 did not followed the traditional PhD-postdoc career.
The advice on how to succeed whatever the path one chooses.
Green open access journals
I enjoyed the range of different talks and the fact that all speakers gave their top tips, but also that these top tips were quite different.
The different perspectives of what to do and what not to do, how everyone's was similar but that you can also just do your own thing and it will be fine because there is no right and wrong decision most times.
The variety of people and their experiences
The variety in speakers (especially variety in careers and seniority), and the Q&A session worked really well. I got the opportunity to ask my question and got useful answers to it.

Listening to people from a broad range of backgrounds was useful. The question I submitted was also answered by the panel.
Early career tips
The fact that audience could ask/send questions onto the speakers.
I found that using different animal species to do research is better than focusing on one animal species, however using different animal species required the availability of researcher, scholars and technologists.
The wide range of roles the presenters were currently involved in, some of which I hadn't previously considered as an option.
I enjoyed the talk from IKEA food a lot although it was sad that the speaker couldn't join the live Q/A. She has a PhD degree, but she chose to pursue her career in the industry and described her challenges during work, which I enjoyed a lot.
Tips about how to get in touch with groups to work with. How to find jobs outside academia, and inside
Different research areas
the possibility to have some direct interaction with the panellists, though only by web chatting.
Hearing the diverse experiences/recommendations from the panellists.
The fact that the speakers were very open, that they also understood what was asked of them in different ways which lead to different advices and point of view. It gives a bigger picture. It was also nice to see (albeit in video) people I already met, and also to put faces to names.
The advice was useful mainly to people younger than me, especially the bits about going abroad, travelling, networking.
It is best to do in one spp of animal welfare
Pathways others had taken towards current careers
I really liked having a deeper look at the survey's results on the effects of COVID on welfare research.
The speakers provided good advice from different perspectives
talks from people working in completely different fields
Different perspectives
Encouragement and explanation of how to make contacts across research groups

Table A2. Answers from participants in relation to the question 'how do you think we could have improved the ECR workshop'

Some talks were a bit unstructured. Maybe giving more directions to the speakers on what to cover would have made more informative talks. Some seemed to follow such structure.
It is a minor point, but maybe useful...to provide these links or platform they mentioned in the Workshop.
Illustrating the tips with practical examples
I believe it can be improved by inviting other researchers with a mid or advanced research career.
More interaction
N/A
A little bit more discussion time would be great.
no idea
Perhaps more practical examples of how to progress.
It would be interesting to have an opinion about an "old" researcher who would have more step back on his career
Access to recorded meeting. Was unable to attend the 2d day due to an unexpected work meeting
No comment. It was very good as it was.
More members can be included
N/a
Reminding participants to not ask situation-specific questions that may not apply to all viewers.
It would have been nice to see how many other people were watching and from where, for me as a viewer and for the panellists.
Honestly not too sure, my internet connection got cut during the QA so not sure how that went. Liked the idea of the voting system for questions but maybe there is a way for people to send questions in advance to find themes quicker
Nothing really, although it might have become more interactive if there had been an opportunity to ask the questions live with the mic turned on.
More panel members from academia.

Increase the time allotted to the workshop
Have more talks, covering a broader range of career options.
We have to prepare guidelines or protocol that it will be easy to all ECR to develop their research career.
Bulletin board sort of interactive space for participants to talk about themselves, their research and career goals, possibly in advance so that the workshop could be more inclusive.
The workshop was more like a chatting for me, which is awesome and relaxing, but it would be nice if every speaker could wrap up their talks in the end.
It was a great first experience
Including successful researchers across all regions of the world
I think an important aspect of an ECR workshop is the possibility to meet mentoring figures. This is facilitated by face-to-face meetings. Technology allowing, it would be nice for future online meetings to be more visible and recognisable to the panellists.
Larger Zoom meetings can feel impersonal at times. It could have been nice if the person asking a question could have had their camera/mic on and asked themselves, if desired.
I would have been interested to also hear a bit more from researchers that have a career in companion animals research, as I think that most of the researchers in the workshop worked mainly in farm animals.
It was fine as it was.
By making a lot of workshop
Discussion of failures in finding jobs
by creating more interaction with the audience
If it was not virtual, I would add "speed dating" with professionals in the field
more time for questions
Unsure
Maybe encourage participants to speak, but difficult with zoom format

Table A3. Areas identified as possible themes for future Early Career Workshops

From this workshop it became clear that it is not just about having the skills, but that it is also largely about the student/researcher's personality, interest to learn and confidence. What is missing in current curriculum is insight/training in more of the "soft" skills like gaining confidence.
The discussion of global issues related to animal welfare
Create awareness of predatory journals and provide guidance on how to identify/avoid them.
Scientific writing.
Research methodology.
Topics about human animal interaction (their behaviour and welfare) in farm animals.
Transferable competences
How to get started with paper reviews
Social media skills
Funding navigation
science communication workshop to improve public engagement skills; (paper) writing workshop to develop better writing skills, how to deal with negative reviewer comments and make writing more structured
A workshop on Biostatistics in R. Perhaps two-to-ones with senior academics, similar to the lunch with a professor event I attended at the 2017 ISAE conference.
I would be really interested in postdoctoral grants: which grant exist, how to contact people to write one, how to write one ...
grant writing training
Grant/manuscript writing. How to efficiently peer-review a paper.
Scientific protect proposal tips
Writing fellowship applications
Perhaps some media training or communication training for relaying our results to the public (i.e. Twitter, blogs, etc).
Postdoc support and transition to academia/industry
Work-life balance! Especially related to the international character of careers in academia.

Tenure track positions.
Career preferences in Animal welfare
Info into post-doc programs and what to expect from them; working in the industry; working for the government; working in legislation
Animal welfare issues in developing countries and the Awareness of the nation's in those countries.
How to prepare for PhD applications
Publication process (including peer-reviewing), CV prep, interview prep, presenting yourself on different social media platforms (e.g., LinkedIn, Research Gate, or even blogs).
Experiences around the world. Scientists researching in developing countries. Scientists from developing countries doing research in developed countries
Funding opportunities for early researchers.
Job option for early researchers
multidisciplinary researchers: how to move your career from one discipline to another of your spectrum
Tips for keeping audiences engaged during presentations; statistics options when your data isn't appropriate or doesn't meet the assumptions of a linear model; how to counter imposter syndrome/ other mental health topics.
Maybe have one researcher coming from a pet food company. and if possible have somebody that works in animal welfare at the EU or world level? Those are just ideas. I was very happy to attend this workshop and gained valuable advice.
alternative career paths
How to develop animal welfare in developing countries?
Grant writing, networking opportunities
How to combine creativity and exploration with successful publication
Scientific writing and statistics for the field
how to successfully apply for grants or a position
More details on how to find different positions

What to expect after a PhD, i.e. how many people are successful in finding post-docs, how long before end of PhD do people start applying for positions/ writing grants etc.

Animal Welfare Judging and Assessment Contest

The 20th Annual American Veterinary Medical Association (AVMA) Animal Welfare Judging and Assessment Contest was held virtually on 24 November, 2020. Hosted by the AVMA and North Carolina State University, a total of 176 participants from 32 universities and 7 countries competed in the contest, which includes undergraduate, graduate and veterinary divisions. The contest provides participants with an opportunity to practice animal welfare assessment, using science-based information and verbal reasoning to evaluate the welfare of animals in different scenarios. This year's scenarios included one scenario about domestic turkeys and another about captive cheetahs. The event also included presentations on animal welfare in undergraduate, graduate and veterinary education and focused on diversity, equity and inclusion in relation to animal welfare. Participants greatly enjoyed the virtual networking reception, where they reconnected with old friends and discussed various topics in breakout rooms.

Congratulations to all participants for a very successful event, and the AVMA and Merck Animal Health for their continued support of the contest. Congratulations to first place winners Jordan Smeby (junior undergraduate student division, Colorado State University), Liz Patton (senior undergraduate student division, University of Minnesota), Madeline Winans (graduate student division, the Ohio State University), and Karen Yetman (veterinary division, Atlantic Veterinary College).

Marisa Erasmus / *Secretary of the ISAE (2017-2021) and 2020 AWJAC Judge*

Employment and Education Opportunities

Some current [employment and education opportunities](#) related to applied ethology include:

- [Assistant Specialist](#), UC Davis, USA (closes December 23rd)
- [Postdoc position](#), FBN, Germany
- [Postdoc position](#), Texas A&M University, USA
- [Postdoc position](#), KU Leuven, Belgium (deadline December 25th)
- [Junior Professor](#), University of Bonn, Germany (deadline February 15th)
- [Operations Manager](#), Texas A&M Agrilife Research, USA
- [Research Coordinators](#), University of Arizona, USA
- [Research Scientists](#) (many), Canada (close in 2021)
- [MSc position](#), Dalhousie University, Canada (deadline February 1)
- [PhD and MSc position](#), Université Laval, Canada (starts January/September 2021)
- [PhD or MSc position](#), Université Laval, Canada (starts May 2021)
- [PhD position](#), Texas A&M University, USA (starts Fall 2021)

For details on how to apply and for the most up-to-date information on employment and education opportunities, visit the [ISAE website](#) and follow us on social media:

- **Facebook:** www.facebook.com/appliedethology
- **Twitter:** [@appliedethology](https://twitter.com/appliedethology)

To advertise a position: send the job title, location, contact email address, application deadline, and a URL and/or a pdf flyer to info@applied-ethology.org. Listings are updated weekly and will be removed 3 months after the posting date if no closing date is given.

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